



Get Ready for WellSTAR!

STAR = **S**tatewide **T**racking and **R**eporting

By Ken Harris, State Oil and Gas Supervisor, Division of Oil, Gas & Geothermal Resources (DOGGR)

Greetings from WellSTAR! I hope this newsletter finds everyone enjoying the summertime! It is a flurry of activity here at headquarters as we prepare to start the Analysis Phase of WellSTAR on August 1, 2016 through October 2016. What is the Analysis Phase and did we not already complete our analysis with the Proof of Concept (PoC) is what you may be asking yourself? The answer is yes and no.

Yes, during the PoC we did a great deal of analysis including the evaluation of RBDMS and whether it is a good 'fit' to support DOGGR now and into the future. We also collected an initial baseline of requirements during the PoC. What we did not complete is a full inventory of all WellSTAR requirements that included functional requirements from the legacy systems, CalWIMS and WellSTAT, and a robust validation of the full requirements baseline. Starting at the beginning of August, WellSTAR is going to enter the Analysis Phase that will consist of confirming the inventory of functional requirements, decomposing the requirements to an adequate level of detail, prioritizing the requirements, and validating that the requirements, as written, are correct.



I understand that our functional requirements are frequently changing due to regulatory changes, rulemaking, and process improvement, which makes it difficult to nail down our functional requirements. I also understand that a requirement that we capture in September may no longer be applicable come December although we validated the requirement during the baselining process. This is where Change Control comes into play.

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The Change Control Management Plan (CCMP) is going to be made available to all DOGGR and WellSTAR Project Team members on SharePoint starting on July 29th, 2016. The CCMP outlines the formal process for any technical, functional, process, regulatory, policy, or rule change that could potentially impact WellSTAR. I want to stress that anyone can submit a change request through the Change Control process and all change requests will be reviewed. A training on the CCMP is forthcoming over the next two weeks. If anyone wants further information on Change Control, please feel free to contact Catherine Kendall at Catherine.kendall@conservation.ca.gov.

The next article in this month's newsletter introduces you to OnCore Consulting, the new System Integrator (SI) for the WellSTAR project.

Have a great month and I look forward to your active participation during the Analysis Phase!

Introducing OnCore Consulting - WellSTAR System Integrator

OnCore Consulting - WellSTAR Leadership Team, by *Ja'Nien Montank*

OnCore Consulting, LLC is an Information Technology (IT) consulting firm certified in California as a Small Business Enterprise (SBE) and formed by a group of IT consultants who spent many years working in senior leadership positions on several of California's most complex technology projects. OnCore's singular focus is to help our public sector clients succeed by consistently providing the highest quality IT services. OnCore delivers a wide array of IT disciplines including project management, business process analysis, technical architecture, software development and testing, system implementation, user training, data conversion and more.



Dan Guinn, Engagement Manager: Dan is a Managing Director and founding member of OnCore Consulting. Dan is a technologist with the ability to effectively manage project staff and forge partnerships with clients. He was the Case Management Subsystem Lead on the California Child Support Automated System (CCSAS) Project, which produced the nation's largest custom developed web-based child support system. Over the last five years, Dan served as the Application Development Manager on the FTB EDR project, a complex combination of COTS (Commercial of the Shelf) product integration and custom developed solutions. Dan is also an expert in software estimation and knows well the requirements of the WellSTAR Project.



Ja'Nien Montank, Project Manager: Ja'Nien is a highly experienced Technical Architect and Technology Project Manager with over fourteen years of public sector IT experience. She is a hands-on problem solver with technical expertise coupled with the ability to effectively manage project staff and customer relationships. She has managed many projects and delivery teams from small to very large. Ja'Nien has a proven ability to provide technical expertise and people management to each engagement.



Jay Ziegler, Functional Lead: Jay has over 23 years of IT experience in the large scale public sector field. Jay has worked as a developer, development lead, business manager, project manager, and test lead. He is recognized for his ability to provide a link between technical and business staff on the project and keep the focus on solving business problems. Most recently, Jay worked as a System Test Group Lead on the FTB EDR project. Jay provides test leadership not only to the staff he directly supervises on the System Test team but to client test teams across the project.



Riley Muse, Technical Architect: Riley Muse is an Enterprise Architect specializing in delivering large custom solutions. Riley has been in the IT industry since 1992 with extensive experience building enterprise applications and services using Microsoft tools. Riley has a long history building high performing teams that design and implement solutions delivering results that customers expect from Avanade. Riley has deep experience leading large teams through full lifecycle development. Having obtained Avanade's System Integration Solutions Architect (SISA) and Systems Integration Delivery Lead (SIDL) certifications, Riley has an in-depth understanding of both the technical and delivery aspects of software development.



Scott Bland, Enterprise Architect: Scott is a 23-year veteran of software application design, development, and implementation. For more than 16 years, Scott has architected and developed application frameworks and complex software solutions in a variety of languages including Java and .NET. During this period, Scott has implemented numerous SOA solutions. Most recently, for CalSTRS Scott served as a .NET architect delivering three large systems supporting employees, employers, members, retirees, and beneficiaries.

In the Field

As Is Business Process, by Brenda Callen & Elizabeth Long

The Organizational Change Management (OCM) Team, consisting of Jeff Newton, Elizabeth Long, Kris Lea, and Brenda Callen, will be working over the next 2-3 months to complete the As-Is Business Process (BP) documentation for the first release of WellSTAR.

The OCM Teams approach and next steps are:

1. Complete BP inventory and Subject Matter Expert (SME) identification
2. Prioritize BPs
 - Based on WellSTAR Implementation/Release Plan
3. Validate and document BPs (align with project release plan)
 - Verification of existing BP documentation by release
4. Cross reference BPs to WellSTAR system requirements

The team has already begun validating the list and identifying SMEs. The next step will be to prioritize the BPs based on the release plan. The team is gathering as much information and documenting as much as possible before reaching out to SMEs to reduce the impact to resources as much as possible.

The OCM Team is working closely with the Single Points of Contact (SPOC) and Super Users (SU). If you have any questions regarding the business process work, please email the WellSTAR mailbox at WellSTAR@conservation.ca.gov.

Site Visits – Accomplishments & Outcomes to Date, by Jeff Newton and Kris Lea

The OCM Team have been traveling to the districts with the goal of meeting with all managers and staff, including those who are SMEs who will be helping with the As Is Business Processes.

To date, the OCM Team has been in Ventura, Orcutt and Cypress. These site visits have proven to be very fruitful with great content and dialogue for each of the following meetings:

- **All Staff Meetings**– for WellSTAR Project Updates and an Overview of Organizational Change Management activities
- **Business Process Kick Off Meetings** – for engagement with SMEs who need to know the approach to gathering, prioritizing and documenting the As Is BPs
- **Manager Change Readiness Training** – for all managers, designed to set up managers for success in managing the upcoming changes for WellSTAR and other Division programs.

Special thanks to our SPOCs **David Ortiz**; **Tyson McKinney** and **John Huff** for the superior onsite support. **David**, **Tyson** and **John** took responsibility for all communications and logistics for site visits in their location. David Ortiz took some time with the OCM Team after work while in Ventura to point out the Ventura Field and some of the geology from a local favorite vista point in Ventura. Much appreciated, David!

The next Site Visits will be in early August in Bakersfield, then back to Sacramento for Northern District, HQ and ETSD Staff and Management.



Organizational Change Management (OCM)

Site Visit Fun - Ventura, Orcutt and Cypress!



Formation of the WellSTAR Work Groups, by Jeff Newton & Kris Lea

During the April SPOC/SU Face-to-Face meeting, the OCM team and SPOC/SU participants discussed the formation of 'Work Groups' which are temporary sub teams that focus on a specific needs for WellSTAR.

There are four specific needs: **1) Training, 2) Business Process, 3) Testing, and 4) Data Management.** Work Group formation is an effort to engage as many people as possible during various parts of the WellSTAR project, leveraging the entire Division's talent. According to Catherine Kendall, WellSTAR Technical PM, "This is about User Adoption, NOT User Imposition," and is an OCM philosophy that is critical to success.

Currently, the OCM Team is in planning mode, determining the charter, roles/responsibilities, effort and skill/interest level needed for participants. Initial outreach for participants will begin with management prior to contacting participants directly. More detail will be forthcoming.

Data Management

Data Management Unit, by David Slayter

A goal of the Division's October 2015 Renewal Plan is the improvement in data management and data analysis capabilities (Objective 3 – Modernize Data Management). To support this objective, the Division has a new Data Management, Research and Special Projects Unit. The unit will now be responsible for data reporting related to annual assessments and production and injection databases, as well as programmatic-level data evaluation for other Division business functions. The implementation of WellSTAR will be the most significant move forward under the Renewal Plan in modernizing the Division's permitting, querying and reporting capabilities, and is an integral part of the enterprise data management strategy for the Division. The purchase of a 3D-capable geologic and petroleum engineering software suite is also one of the goals of this new unit, and also specified in this objective.

This new unit will be led by David Slayter, Senior Engineering Geologist, in Sacramento. Additionally, David has been identified to be the Data Management Lead for the WellSTAR project. In both the Division's Data Management Unit Lead role and the WellSTAR Data Management Lead role, David will oversee the "what" and "how" of implementing business decisions related to data across the Division.

The DOGGR Data Management Unit will establish an enterprise data management strategy. An enterprise data management approach is based on a centralized source for data and integration into existing and new business processes and workflows across the Division. The Division will move away from locally-sourced databases or Excel spreadsheets and rely on all data being sourced from WellSTAR. Data entry, data queries and reporting will be standardized from WellSTAR. Part of the enterprise data strategy will also be a Data Governance Plan and associated team members that will make business decisions around Division data, monitor database modifications, set data integrity and quality control standards, reduce data duplication, and promote effective data sharing.

Project-by-Project Review (PbP), by Rob Habel and Catherine Kendall

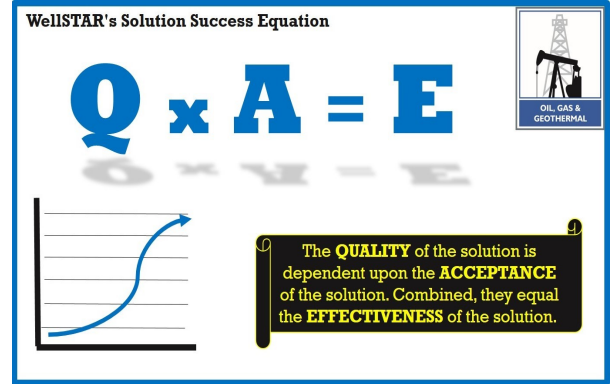
As many of you are aware, the Division has been working with the WellSTAR team to support the PbP initiative. To ensure that there is no confusion we would like to explain the process of this initiative and how the different pieces fit together. The PbP review was outlined as a path forward with US EPA and the project was also included in the Division's Renewal Plan (Objective 1 - Regulatory Overhaul). The goal of the PbP review is to evaluate every active injection project to determine if all the necessary data to evaluate the project in the project file. Once it is determined that all the required data is available, the Division will evaluate the data to ensure that no damage was occurring as a result of injection and that every project was fully compliant with the Division's UIC program and the Safe Drinking Water Act. In addition to the evaluation, the Division made a commitment to the US EPA that the Division would create a searchable database to aid in the evaluation of the UIC projects.

The first steps the Division undertook was to work with the WellSTAR team to create a staging database to provide the Division with a location to enter data as staff evaluates the projects, and to meet our promise with the US EPA to create a searchable database. The database was primarily the data elements used in casing diagrams, including some formation data. Once the staging database had been created, the WellSTAR team and the Division engaged the operators to see what data the operators had in a digital format. This entailed many meetings and conversations with the operators and their IT staff. This data that the Division is collecting will allow the Division to generate its own casing diagrams as part of the evaluation of the viability of the injection projects. One of our selling points was that in time the operators will not need to provide casing diagrams as part of the data submissions if the well construction data is provided through the WellSTAR permitting portal that is being developed.

The work being performed through the WellSTAR team to populate the staging database, now headed up by Bill Winkler, is only the first phase of the PbP review, and this is only for those operators that have provided data in a digital format. For those operators not participating in this process, the Division will need to obtain this data in hardcopy format and enter the data by hand into the staging database. Once this data, and all the other data required as part of the UIC project application, is received, the District staff will be required to evaluate this data and determine if the injection project is compliant with state and federal laws. We are in the early phases of the PbP process and with the completion of the aquifer exemption applications the Division will be poised to divert resources to complete the PbP review. Any questions regarding the staging database and the submission of digital data to the Division should be directed to Bill Winkler. Any questions regarding the overall process for the PbP review should be directed to your supervisor.

OCM Activities: The Success Equation: $Q \times A = E$ by Jeff Newton

Having each of you engaged in this process will increase the likelihood of success as we move through this transformation. No matter how good a solution is presented to us, without our own acceptance and engagement, there will be no success. The **QUALITY** of the solution is dependent upon the **ACCEPTANCE** of the solution. Combined, they equal the **EFFECTIVENESS** of the solution



Brain Teaser – A fun quiz!

Be the first DOGGR staff member to answer this compound question correctly and win a \$5 Starbucks gift card (and be recognized in the next newsletter)!

From the CA Statutes and Regulations, name the code (and number) and the 5 steps in the following procedure:

“The operator shall continuously monitor and record all of the following parameters during the well stimulation treatment, if applicable:”

Send your answer to WellSTAR@conservation.ca.gov



Congratulate June-July's Brain Teaser Winner: Nigatu Workneh, who was the first one to answer : “Who was the Governor who wrote a congratulatory 75th anniversary letter to DOGGR and what was the year?” **A:** George Deukmejian, 1990. (Many of you got that right, but Nigatu was the fastest on the keyboard!)



A fun photo of April's Brain Teaser Winner:



Contact Us (WellSTAR OCM Team)

Visit us on the web (DOGGR/WellSTAR Intranet Page) at http://docinsider/DOGGR/Pages/WellSTAR_Project.aspx

or (DOGGR/Operator Internet Page) at http://www.conservation.ca.gov/dog/for_operators

Please send your comments and questions to WellSTAR@conservation.ca.gov. We want to hear from you!